

Robert F. Hester  
3979 Emerald Chase  
Tallahassee, FL 32308  
850-877-2404  
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Attachment #

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6/29/04

Ms. Christine Coble, Agenda Coordinator  
Leon County Board of County Commissioners  
301 South Monroe Street  
Tallahassee, FL 32301

**Re: Advisory Committee Application For Board Appointment**

Dear Christine,

Attached is my application for advisory board appointment. I would appreciate being considered for appointment to those advisory boards where my background and qualifications would be appropriate.

My background with the Leon County Health Department with the CareNet program has provided me with excellent experience in most aspects of the healthcare delivery system in the community. I would like very much to utilize my knowledge and experience to help develop appropriate solutions to the issues that face our community.

The grant funding for the job I held with the Health Department has run out. I intend to remain in Leon County and I am seeking employment in this area. At present I am free to serve at any time, and my goal is to maintain that ability in any future employment I accept.

If there are any questions or further information that you require please contact me.

Thank you.

Sincerely,



Bob Hester

# ADVISORY COMMITTEE APPLICATION FOR BOAF

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It is the applicant's responsibility to keep the information on this form current.  
To advise the County of any changes please contact Christine Coble  
by telephone at 488-9962 or by e-mail at CobleC@mail.co.leon.fl.us

Applications will be discarded if no appointment is made after two years.



Name: ROBERT F. HESTER

Date: 6/23/04

Home Phone: 877-2404

Work Phone: N/A

Email: hesrobt@aol.com

Occupation: Unemployed

Employer:

Please check box for preferred mailing address.

☐ Work Address:

City/State/Zip:

☐ Home Address

3979 EMERALD CHASE

City/State/Zip: TALLAHASSEE, FL 32308

Do you live in Leon County? ☒ Yes ☐ No If yes, do you live within the City limits? ☐ Yes ☒ No

Do you own property in Leon County? ☒ Yes ☐ No If yes, is it located within the City limits? ☐ Yes ☒ No

For how many years have you lived and/or owned property in Leon County? 8 years

Are you interested in serving on any specific Committee(s)? If yes, please indicate your preference

1st Choice: Primary: Human Services  
Secondary: Board of the PHAB 2nd Choice: Human Services

If not interested in any specific Committee(s), are you interested in a specific subject matter? If yes, please check those areas in which you are interested, or describe other areas not listed:

Human Services ☒ Housing ☐ Health Care ☒ Science ☐ Library Services ☐ Growth Management ☐  
Tourist Development ☐ Transportation ☐ Bicycle/Pedestrian ☐ Metropolitan Planning Organization ☐

Other Areas

Have you served on any previous Leon County committees? ☐ Yes ☒ No

My previous job caused me to attend all meetings  
If Yes, on what Committee(s) have you served? OF THE PHAB

How many days per month would you be willing to commit for Committee work? ☐ 1 ☒ 2 to 3 ☐ 4 or more

And for how many months would you be willing to commit that amount of time? ☐ 2 ☐ 3 to 5 ☒ 6 or more

What time of day would be best for you to attend Committee meetings? ☒ Day ☒ Night

(OPTIONAL) Leon County strives to meet its goals, and those contained in various federal and state laws, of maintaining a membership in its Advisory Committees that reflects the diversity of the community. Although strictly optional for Applicant, the following information is needed to meet reporting requirements and attain those goals.

Race: ☒ Caucasian ☐ African American ☐ Hispanic ☐ Asian ☐ Other  
Sex: ☒ Male ☐ Female Age: 58 Disabled? ☐ Yes ☒ No

Persons needing a special accommodation to participate in an Advisory Committee should contact  
Christine Coble by telephone at 488-9962 or e-mail at CobleC@mail.co.leon.fl.us

In the space below briefly describe or list the following: any previous experience on other Committees; your educational background; your skills and experience you could contribute to a Committee; any of your professional licenses and/or designations and indicate how long you have held them and whether they are effective in Leon County; any charitable or community activities in which you participate; and reasons for your choice of the Committee indicated on this Application. Please attach your resume, if one is available.

I have participated in the monthly Primary Healthcare Advisory Board (PHAB) meetings as the Program Manager for the CAP program. I have a diverse administrative and management background in public health.

References (you must provide at least one personal reference who is not a family member):

Name: MARY Nzeribe Telephone: 224-2469  
Address: 438 West Broadway ST, Tallahassee, FL 32301

Name: Joe Sharp Telephone: 488-7790  
Address: 3015 Monroe ST, Tallahassee FL 32301

### IMPORTANT LEGAL REQUIREMENTS FOR ADVISORY COMMITTEE MEMBERSHIP

AS A MEMBER OF AN ADVISORY COMMITTEE, YOU WILL BE OBLIGATED TO FOLLOW ANY APPLICABLE LAWS REGARDING GOVERNMENT-IN-THE-SUNSHINE, CODE OF ETHICS FOR PUBLIC OFFICERS, AND PUBLIC RECORDS DISCLOSURE. THE CONSEQUENCES OF VIOLATING THESE APPLICABLE LAWS INCLUDE CRIMINAL PENALTIES, CIVIL FINES, AND THE VOIDING OF ANY COMMITTEE ACTION AND OF ANY SUBSEQUENT ACTION BY THE BOARD OF COUNTY COMMISSIONERS. IN ORDER TO BE FAMILIAR WITH THESE LAWS AND TO ASSIST YOU IN ANSWERING THE QUESTIONS BELOW, YOU MUST COMPLETE AN ORIENTATION BEFORE YOUR APPLICATION IS DEEMED COMPLETE.

Have you completed the Orientation? ☐ Yes ☒ No

Are you willing to complete a financial disclosure form, if applicable? ☒ Yes ☐ No

Will you be receiving any compensation that is expected to influence your vote, action, or participation on a Committee? ☐ Yes ☒ No If yes, from whom?

Do you anticipate that you would be a stakeholder with regard to your participation on a Committee? ☐ Yes ☒ No

Do you know of any circumstances that would result in you having to abstain from voting on a Committee due to voting conflicts? ☐ Yes ☒ No If yes, please explain

Do you or your employer, or your wife or child or their employers, do business with Leon County? ☐ Yes ☒ No If yes, please explain

Do you have any employment or contractual relationship with Leon County that would create a continuing or frequently recurring conflict with regard to your participation on a Committee? ☐ Yes ☒ No If yes, please explain

All statements and information provided in this application are true to the best of my knowledge.

Signature: [Signature]

Please return Application to  
Christine Coble, Agenda Coordinator  
Leon County Board of County Commissioners  
301 South Monroe Street  
Tallahassee, FL 32301

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**OBJECTIVE:** Appointment to citizens boards.

**QUALIFICATIONS:** Proven manager and administrator in both staff and line management functions. My experience provides a diverse background of accomplishments in several management venues. Mature and stable personality with good people skills in team building, negotiating, and obtaining objectives.

**EDUCATION:** BS, Finance & Economics, Samford University, Birmingham, AL  
Basic & Advanced Management Training, Dresser Industries, Dallas, TX  
Statistical Process Control Training, Cristophono Institute, Nashua, NH  
Leon County Diversity Training Workshop

## EMPLOYMENT:

<i>Leon County Health Department</i>	<i>Program Manager</i>	<i>2001- Present</i>
Coordinate Community Access Program (CAP) which provides funding to create and enhance infrastructure in the CareNet program. The CareNet program provides primary healthcare access to the uninsured residents of Leon County through local primary and secondary healthcare providers, and all other consortium members. The position is responsible for all aspects of the CAP program including budget administration, volunteer recruiting/retention, policy and procedure development and administration; data collection, evaluation, and reporting progress toward achieving grant objectives; and researching and writing grants for funding. Chair the CareNet consortium steering committee; manage the multi-media marketing program increasing public and community awareness, and all contracts services. Responsible for preparing and presenting all County Commission Agenda Items, RFP's, and consortium presentations to the Citizens Primary Healthcare Advisory Board.		
<i>Riverwind Enterprises, Inc.</i>	<i>Self Employed</i>	<i>1996-2001</i>
Started a Business Brokerage, listing and marketing small businesses, while I searched for a small business to purchase for my own account. This involved cold calling potential clients via telephone, meeting with potential sellers and buyers to bring the deal together, and following the sale through to conclusion. Acquired the license to a video game retail business for the state of Florida, and opened a store in Tallahassee. As owner I had complete responsibility for all aspects of the operation including merchandising, marketing, sales, customer service, hiring, supervision, purchasing, accounting, finance, and anything else that needed to be accomplished. <u>Sold business.</u>		
<i>Flavorhouse Products, Inc</i>	<i>Operations VP</i>	<i>1993-95</i>
Managed operations function of a \$60 million food manufacturing business. Responsibilities included responsibility for efficient manufacturing and materials utilization, product quality, production planning, purchasing, human resources, facilities maintenance, and warehousing/distribution. (Business was sold in 1998) <u>Resigned to start my own business.</u>		
<ul style="list-style-type: none"><li>▪ Developed and implemented uniform set of workplace rules</li><li>▪ Formalized disciplinary procedures, and improved supervisory control</li><li>▪ Reorganized plant layout to provide better production flow.</li><li>▪ Managed installation of three new production lines</li><li>▪ Established production efficiency reporting system</li><li>▪ Developed and implemented Drug Free Workplace program</li></ul>		

*Note: While seeking permanent employment after Borden, I performed contract work with Borden on a project basis. Also worked with a small manufacturing company setting up production planning system, efficiency measuring system and inventory control system.*

**Borden, Inc** **Various** **1977 - 91**

**Division Operations Manager** - (11/87-12/91) - Managed the manufacturing function of a two-plant food processing division. Consolidated the production of three plants into one main plant. Served as General Manager for a small, stand-alone business that was part of this division. Responsibilities included manufacturing, quality control, budget preparation and revision purchasing, production planning, human resources, labor contract administration, grievance handling, maintenance, warehousing, distribution and sales for stand-alone business. Division was downsized.

- Winner/runner up in Safety/Quality/Productivity contest 5 straight years
- Implemented Statistical Process Control system to improve product quality/productivity
- Reduced grievances through effective communication of policies and procedures,
- Negotiated multi million dollar domestic and off-shore supply agreements
- Reduced inventories through better planning and communication.

**Operations Manager** - (9/85-11/87) - Managed two food manufacturing plants, including responsibility for sales and general management of the one stand alone business. Responsibilities included manufacturing, quality control, budget preparation/revision, warehousing /distribution, purchasing, production scheduling, and human resources in both union and non-union environment. Promoted.

- Negotiated numerous co-processing agreement
- Set new production and profit records for stand alone business
- Introduced effective employee counseling/disciplinary procedures
- Received first Quality Assurance commendation in plant history
- Reduced workman's comp expense \$100k through effective safety program
- Received Chairman's Award for Safety

**Plant Manager** - (3/84-9/85) - Managed daily operation of a food manufacturing plant. Responsibilities included manufacturing, quality control, budget preparation/revisions, warehousing/distribution, production scheduling, purchasing, quality control, labor contract administration, employee relations, grievance handling, and facilities maintenance. Promoted.

- Redefined and communicated employee policies and procedures
- Reduced grievance load by over 50%
- Implemented a PC based efficiency tracking system
- Received Chairman's Award for Safety

**Division Employee Relations Manager** - (8/77-3/84) - Began my career with Borden as an Employee Relations Manager for a two-plant food manufacturing group. Responsibility was increased to include seven manufacturing operations located from South Carolina to California. Responsibilities included labor relations, employee relations, management training, employee communication program, labor agreement administration, grievance handling, policy, procedure and program development, maintaining non-union status where applicable, EEOC, AAP, OSHA, recruiting/staffing, wage/salary/benefit administration, safety, capital budget formulation/management, and organizational development.

- Developed numerous programs that were adopted on a corporate wide basis
- Safety program produced 1 Million Man-hours without a lost time accident
- Awarded Outstanding Employee Relations Manager Commendation
- Resolved numerous EEOC charges and grievances in the company's favor

Prior experience was in Human Resources.

**WORK RELATED ACTIVITIES:**

Wiregrass Industrial Training Association  
Board of Directors, Birmingham Industrial Health Association  
Advisor and Basic Economics Instructor, Junior Achievement  
Secretary, California/Arizona Citrus Processors Council  
Government Affairs Committeeman, National Juice Processors Council